



Issue 1, Volume 2  
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# Rebasing News

YOUR GUIDE TO TRANSFORMATION IN EUROPE - U.S. APPROPRIATED FUND EMPLOYEES

## Five FAQs

### Q: What is considered in determining my RIF "seniority?"

A: The four factors in determining RIF seniority are: (1) Type of Appointment: Career, Career-Conditional, Term - in that order, (2) Veteran's Preference: Veterans are senior to non-veterans, retired military generally are considered non-veterans for RIF purposes, (3) Years of service, based on the employee's Leave Service Computation Date, and (4) Performance: Employees are given additional years of service based on their official performance appraisals for the past four years. The higher the appraisals, the more years one gets.

### Q: Will I be placed in another job through RIF?

A: There is no guarantee of being placed in another job. Employees bump other employees or are offered available vacancies based on their individual qualifications and seniority.

### Q: How much notice will I be given?

A: Employees are entitled to a minimum 60-day notice prior to effecting a proposed RIF action.

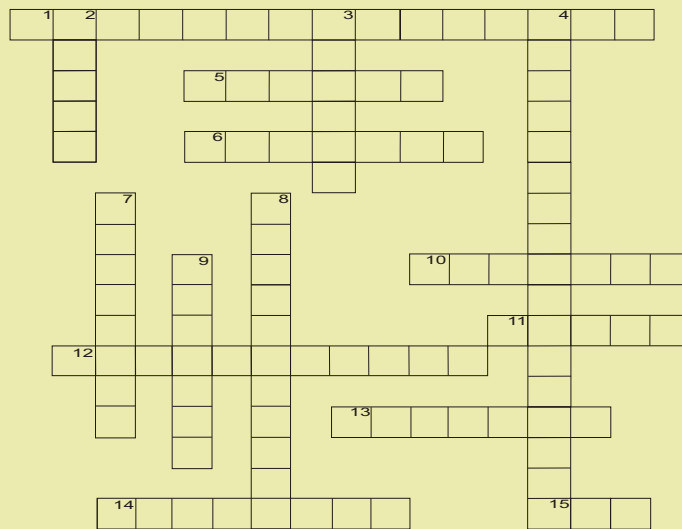
### Q: What is a mock RIF?

A: A mock RIF is conducted by affected competitive area and is a tool for management. The mock RIF assists in minimizing adverse effects on employees by planning for how to place or assist them. It also identifies projected separations and provides management the basis for authorizing early PPP registration for eligible individuals.

### Q: How will the results of the mock RIF be announced?

A: The mock RIF is a management tool and is not designed for release to employees. Specific individuals will be advised of their eligibility for early PPP registrations, based on the results of the mock RIF, but beyond that it is not released.

## TEST YOUR KNOWLEDGE RIF TERMINOLOGY



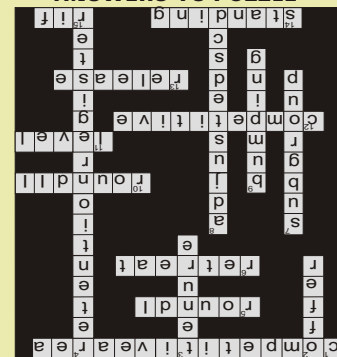
### ACROSS

- 1 Boundaries in which employees compete for retention during a reduction in force (11,4)
- 5 "Competition" to remain in the Competitive Level based on retention standing (5,1)
- 6 Same competitive area; different competitive level; same tenure and subgroup; more recent adjusted SCD (less service); same or essentially identical position previously held in Federal service; same grade or within 3 grade or 3 grade intervals below current grade (5 grades or grade levels of employees in subgroup AD) (7)
- 10 "Competition" of employees who release from their competitive level in Round I, for assignment to other positions in other competitive levels through Bump or Retreat (5,1,1)
- 11 With 16 across (5)
- 12 Same grade; same classification series; similar in duties and qualifications requirements, pay schedules and working conditions. With 15 across (11)
- 13 Agency shall select competing employees for \_\_\_\_\_ from a competitive level in the inverse order of retention standing, beginning with the employee with the lowest retention standing on the retention register (7)
- 14 Retention Register order based on Tenure; Veteran's Preference; Creditable Service; and Performance Ratings (8)
- 15 Occurs when an employee is released from their competitive level by separation, demotion, furlough for more than 30 days, or reassignment requiring displacement (3)

### DOWN

- 2 Highest grade possible for which qualified within grade limits, if no position available separation (5)
- 3 Career (I); Career-Conditional (II); Non-status, Non-temporary (III) (6)
- 4 List of all employees employed in a competitive area separated by competitive levels in order of retention standing (9,8)
- 7 Veterans' Preference for RIF (AD-30% or more Disabled Veteran; A-Preference Eligible, not 30% or more Disabled; B-Non-veteran for RIF purposes) (8)
- 8 Creditable service (RIF Service Computation Date [SCD]+credit for performance (8,3)
- 9 Same competitive area; difference competitive level; lower tenure or same tenure but lower veteran's preference subgroup; fully qualified; at same grade level or within 3 grade level or 3 grade intervals below current grade (7)

### ANSWERS TO PUZZLE



## what's HOT!

For more information about restructuring, check out the **NEW** Europe  
Rebasing/Restructuring Section on the CHRA-E website at [www.chra.eur.army.mil](http://www.chra.eur.army.mil)



## FEEDBACK

Your suggestion for future topics and/or questions regarding civilian personnel aspects of  
Rebasing/Restructuring/RIF that you would like to see addressed via this forum would be  
appreciated. Send comments to [CHREURRDO@cpoeur.army.mil](mailto:CHREURRDO@cpoeur.army.mil)